



10 Essential Tips for Hiring and Retaining Interpreter Talent

- 1 Know your interpreter.** Determine what kind of interpreter you need before starting to recruit to hire the most qualified interpreter for the job. Is this conference or medical? Simultaneous or consecutive?
- 2 Know your market.** What geographic region are you hiring in? Every region has a different market structure and practices for hiring interpreters.
- 3 Use the right recruiting platforms.** Know where the interpreter profiles are that best fit your job: Association databases v. LinkedIn and Facebook, or new platforms like Interlink Pro.
- 4 Choose the correct pricing model.** Attract the best-qualified interpreters for your event. Know the difference between a legal deposition in the US or a business meeting in London.
- 5 Pay your interpreters promptly and well.** Clear, fair payment practices help you hire and retain high-quality interpreter talent.
- 6 Offer fair, straight-forward contracts.** Protect your clients and freelancers with reasonable non-compete requirements. Respect that freelance interpreters work with multiple agencies.
- 7 Understand interpreter certifications.** Which certification is needed for your job to cover all relevant legal and competence standards? Do you need a certified court interpreter or a qualified conference interpreter?
- 8 Be a good communicator.** Develop streamlined and dependable communication systems before, during and after the event so your interpreters can prepare and troubleshoot problems.
- 9 Treat your interpreters as trusted team members.** Your event can't take place without interpreters. Help them do their best so everyone's voice can be heard exactly as they intend.
- 10 Nurture long-term professional relationships.** Interpreters are key to making your events successful and for referring and recruiting new interpreters as your business grows.